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ABSTRACT

This study investigated the place of personal and background factors in attitudes of married women toward married women's employment. The interview schedule, including an attitude inventory devised by the researcher, was administered to a sample of 236 women in northeastern Missouri. Significant relationships were found between attitudes and these variables: employment experience, educational level; family income, perception of husband's attitude and children's feelings, and occupational status. No relationship to age, family status, place of residence, satisfaction from housework, evaluation of family income, or satisfaction with volunteer service, was found. Groups who viewed women's employment favorably were those who had worked since marriage; had some college or vocational training; had family incomes of $10,000 or more; perceived husbands, children, and peers as approving of their employment; and were employed in higher status occupations. Several implications were derived for continuing educators and employment personnel. (LY)

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A STUDY OF ATTITUDES OF MARRIED WOMEN TOWARD MARRIED WOMEN'S EMPLOYMENT

by

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University of Missouri
Columbia, Missouri

Final Report
June 1970

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ABSTRACT

A major thesis of this investigation is that married women hold certain attitudes toward married women's employment, and that these attitudes are related to the interaction of cultural, social, and personal factors.

Significant relationships were found to exist between attitudes and these variables: employment history, level of education, family income, perception of husband's attitude, perception of children's feelings, perception of peers' feelings, and occupational classification. No relations were found between attitude and these variables: age, satisfaction derived from housework, family status, place of residence, satisfaction with family income, and satisfaction with volunteer service.

More positive attitudes toward married women's employment were held by those who (a) had worked since marriage, especially those who were employed at the time the study was made; (b) had family incomes of $10,000 or more; perceived husband's, children's, and peers' feelings as approving of married women's working; and (c) were employed in professional, managerial, clerical, sales, and craftsmen jobs.

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CHAPTER I

INTRODUCTION

Increasingly, women are entering into employment outside the home. Economic growth of the nation and its corresponding rise in the standard of living have created a need for women in paid employment; working conditions have expanded the number of jobs available and acceptable to women, and the social milieu has become more favorable to women's employment. Concurrently, woman has acquired more education and specialized training; families have become smaller; the amount of time required to adequately maintain the household has decreased.

These conditions have served both to motivate and facilitiate the married woman's entry into paid employment. Many barriers that previously existed have been removed through time, and her own needs and desires, conscious and unconscious, have made paid employment more attractive.

However, it would be an oversimplification to state that the married woman now has free access to the labor market. Restraints are imposed by employers' attitudes, lack of job availability, absence of suitable child care services, her own educational deficiencies, and her family's needs and value systems. Further, it is believed that for many the choice of paid employment does not exist because of attitudes which they hold. Despite any personal, social, or economic factors that might tend to draw the married women into paid employment, her own attitudes about employment may have deterrent

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effects or could even cause her to have negative feelings about herself if it becomes necessary for her to enter the labor force.

This study investigates the attitudes that married women hold toward married women's employment and seeks to determine the relationship of certain personal, economic, and social-psychological factors to these attitudes.

THE PROBLEM

What attitudes do married women hold toward married women's employment, and which of the factors being investigated are related to these attitudes?

Hypotheses

Specifically, these hypotheses will be tested:

1. H_o: There is no relationship between the married woman's age and attitude toward married women's employment.

H_1: There is a relationship between the married woman's age and attitude toward married women's employment.

2. H_o: There is no relationship between the married woman's employment history and attitude toward married women's employment.

H_1: There is a relationship between the married woman's employment history and attitude toward married women's employment.

3. H_o: There is no relationship between the married woman's level of education and her attitude toward married women's employment.

H_1: There is a relationship between the married woman's level of education and her attitude toward married women's employment.

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4. H_o: There is no relationship between the married woman's family status and attitude toward married women's employment

H_1: There is a relationship between the married woman's family status and attitude toward married women's employment.

5. H_o: There is no relationship between the married woman's place of residence and attitude toward married women's employment.

H_1: There is a relationship between the married woman's place of residence and attitude toward married women's employment.

6. H_o: There is no relationship between the married woman's family income and attitude toward married women's employment.

H_1: There is a relationship between the married woman's family income and attitude toward married women's employment.

7. H_o: There is no relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.

H_1: There is a relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.

8. H_o: There is no relationship between the married woman's satisfaction with family income and attitude toward married women's employment.

H_1: There is a relationship between the married woman's satisfaction with family income and attitude toward married women's employment.

9. H_o: There is no relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

H_1: There is a relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

10. H_o: There is no relationship between the married woman's perception of husband's attitude about wife's employment and her attitude toward married women's employment.

H_1: There is a relationship between the married woman's perception of husband's attitude about wife's employment and her attitude toward married women's employment.

11. H_o: There is no relationship between the married woman's perception of children's feelings regarding mother's employment and attitude toward married women's employment.

H_1: There is a relationship between the married woman's perception of children's feelings regarding mother's employment and attitude toward married women's employment.

12. H_o: There is no relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.

H_1: There is a relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.

13. H_o: There is no relationship between the married woman's occupational status and attitude toward married women's employment.

H_1: There is a relationship between the married woman's occupational status and attitude toward married women's employment.

THEORETICAL FRAMEWORK

Acting as a screen through which stimuli must pass, attitudes influence the response that is elicited by that stimulus or stimulus class. The range of possible attitudes toward something--person or persons, social issue, or object is broad; that is, there is obviously a wide variation in the attitudes people hold toward any given stimulus. Viewed on a continuum scale an attitude on any given stimulus could fall anywhere from strongly negative to strongly positive.

These attitudes are formed by the individual out of his own world of experience, both personal and environmental, including such factors as basic strivings, aptitudes and skills, sex, family socialization, past experiences, peers, education, income, occupation, mass media, technology, religion, social call, age, etc.

These beliefs, feelings, and reaction tendencies which we call attitudes play a crucial role in individual behavior. Therefore, it is meaningful and fruitful to extend the knowledge about attitudes, in general and with regard to specific issues, if we are to understand social phenomena.

A major thesis of this paper is that married women hold certain attitudes toward married women's working outside the home, and that these attitudes are related to the interaction of cultural, social, and personal factors.

This researcher did not attempt to compile and test an exhaustive list of all possible factors which might relate to the wife's attitude, but selected those which were believed to be most strongly related to currently held attitude.

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In this study the married women's attitude toward married women's employment is the dependent variable. Independent variables singled out for investigation may be grouped into three categories: personal, economic, and socio-psychological. The following model was developed to illustrate the relationship of these variables:

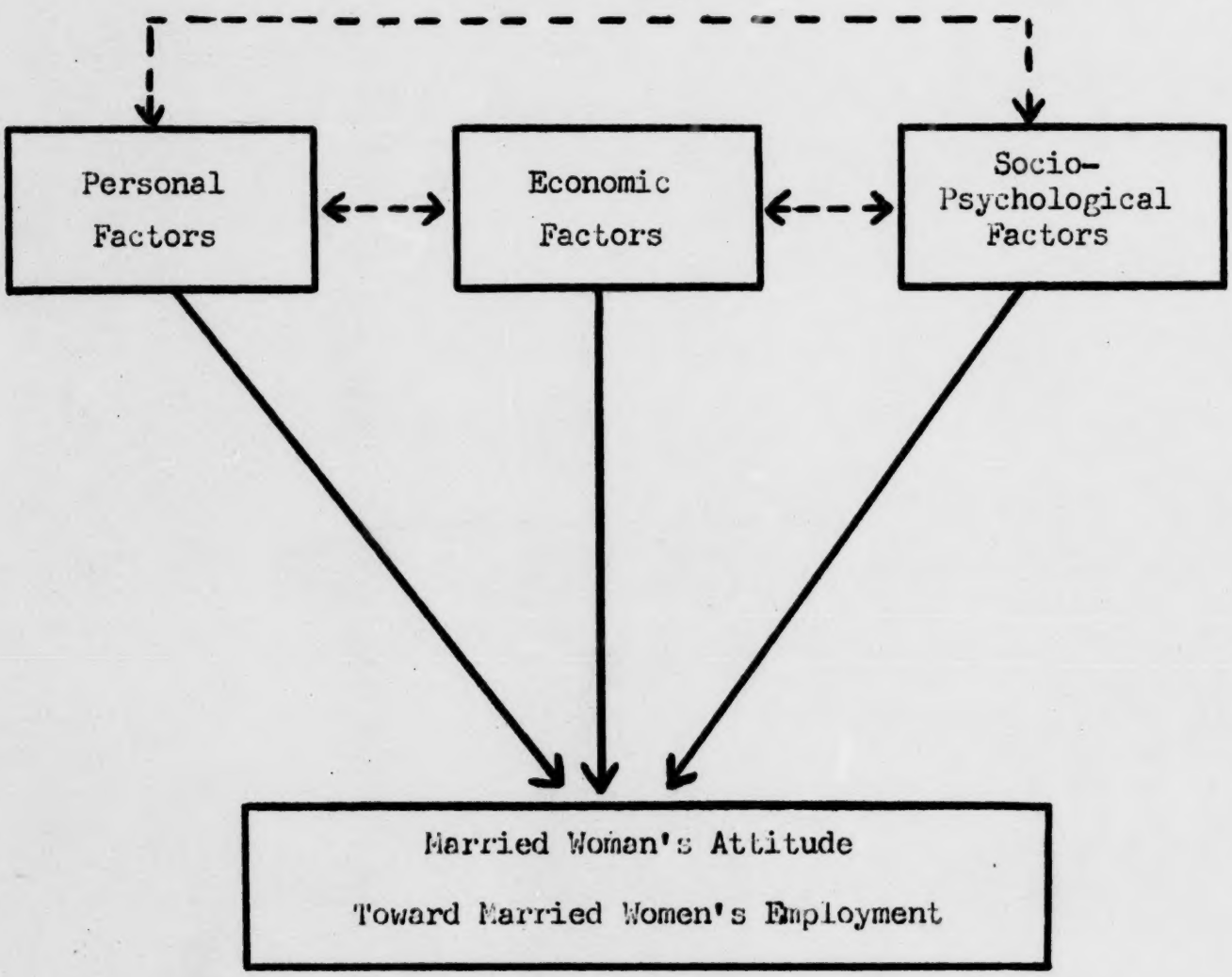

Figure 1

Relationship of Selected Factors to Attitude

Finally it is assumed that such knowledge, when applied, will contribute to a better understanding of the married women's needs as related to employment.

Definitions

It will clarify this discussion if certain definitions are provided here.

Attitude is an enduring system of cognitions, feelings, and reaction tendencies through which the individual evaluates, or responds to, a stimulus or stimulus class; a predisposition to respond in a particular way toward a specified class of objects.

Personal Factors refers to those characteristics pertaining to an individual. Personal factors included in the study are:

1. Age of respondent.

2. Employment history—whether respondent has ever been in the labor force, and the location of this experience in her life cycle.

3. Level of education—amount of formal education achieved.

4. Family status—whether or not there are children residing in the home.

Economic Factors are those events or influences related to the satisfaction of material needs. Economic factors included in this investigation are:

1. Place of residence—rural, small town, suburban, or urban.

2. Family Income—money available to the family for living expenses.

Socio-Psychological Factors refers to those events which, through interpersonal and intergroup relations, influence behavior. Socio-Psychological factors included in this investigation are:

1. Satisfaction derived from housework—sense of achievement, competence, and contribution derived from performance of housework.

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2. Satisfaction with family income—wife's satisfaction with the family income and standard of living.

3. Satisfaction with volunteer service—sense of achievement, competence, and contribution derived from performance of community service activities, performed voluntarily and without pay.

4. Perception of husband's feelings regarding wife's employment—respondent's beliefs about husband's attitude toward his wife's employment.

5. Perception of children's feelings regarding maternal employment—respondent's beliefs about children's attitudes toward mother's employment.

6. Perception of peer group's feelings regarding married women's employment—respondent's beliefs concerning friends', community's attitudes toward married women engaging in paid employment.

7. Occupational status—status ascribed to various occupations by society. Occupations classified as professional, managerial, clerical, sales workers, craftsmen, operatives, private household workers, and service workers. Further definition of these classifications may be found in the Appendix.

Assumptions

A basic assumption underlying this investigation is that an individual's attitude toward a task is a major factor in that individual's behavior in the performance of that task; also, that his attitude toward a task will have some effect upon his self-image if he engages in the performance of that task. This, in turn, will likely affect his performance in other roles: spouse, parent, friend, and member of the larger society.

It is further assumed that a majority of married women, at some point in their lives, will be a part of the labor force. Hence, more information is needed about the attitudes of this population toward their engaging in the role or task of paid employment. Coupled with this is a need for knowledge of the factors that are—and those that are not—related to these attitudes.

Finally it is assumed that such knowledge, when applied, will contribute to a better understanding of the married woman's needs as related to employment.

CHAPTER II

REVIEW OF LITERATURE

The twentieth century has drastically changed women's social position in the United States. When production shifted from the home to the factory, a phenomenon of the nineteenth century, it was the men who followed. But as the need for more labor grew, womanpower was a resource which employers tapped to fill the need at a wage they were willing to pay.

In 1900 women accounted for only 18 percent of the labor force; forty years later, about 25 percent. During World War II the proportion climbed to a high of 36 percent, dropped to 28 percent as the veterans returned, and then started a steady climb which still continues.[1]

One of the most important factors in the growth of the women labor force has been the increasing tendency of married women to go to work. The attitude that "woman's place is in the home" has liberalized to the extent that in March, 1967, nearly 3 out of 5 women workers were married—a remarkable change from 1940, when only 30 percent were married.

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[1] U.S. Department of Labor, Wage and Labor Standards Administration, Women's Bureau, Women's Bureau Bulletin 294, 1969 Handbook on Women Workers, (Washington: Government Printing Office, 1969), p. 9.

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The number of married women in the labor force increased by almost twelve million in this 27 year period—a rise of 279 percent.[2]

Not only has the number and ratio of married women workers increased sharply, but an accompanying shift has been in the percentage of married women who are employed. In 1940, 15 percent of all married women were working; by 1967 the proportion had risen to 37 percent.[3]

WHY WOMEN WORK

Economic Need

Many reasons are forwarded for the married woman's participation in the labor force. One obvious reason is for money. Nearly half of the women 18 to 64 years old who took jobs in 1963 reportedly went to work because of economic need. The proportion who indicated financial necessity as the reason for going to work was higher among married women whose husbands earned less than $60 a week, and those who had children under 6 years of age. Of married women who stopped working that same year only a small percentage did so because they no longer needed to work.[4]

It is often the wife's earnings that raises the family's income from low- to middle-income levels. The Women's Bureau reported that in 1966 in the husband-wife families where the wife was also an earner median family income was $9,246 a year; in those families where

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[2]Ibid., pp. 23, 24.

[3]Ibid., p. 26.

[4]U. S. Department of Labor, Women's Bureau, "Why Women Work" (unpublished report, January, 1970).

the wife did not work median family income was $7,128. Only 5 percent of all husband-wife families had incomes of less than $3,000 when the wife was in the labor force; 15 percent, when she was not.[5] Blood and Wolfe reported similar findings.[6]

Money appears to serve as a motivator in numerous ways. A wife may enter into employment to either maintain the family's income level, to attain a higher level, or to meet obligations which predated her employment. As reported by Hoffman, Sobol found that wives were more likely to enter the labor force when their family incomes dropped from a previous level than when they remained stable or increased.[7] Weil hypothesized that women participate in the labor force, or plan to enter, when the family unit has debts, but found that this may be an effect of, rather than a cause of, her participation.[8]

Sobol also reported that the woman who works for primarily financial reasons tends to be less educated than the woman who works for other reasons, and that she is more likely to be employed as an operative. Too, these women were found to be less committed to work, that is, they did not have long-range work plans. The assumption might

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[5]U. S. Department of Labor, Women's Bureau, "Working Wives: Their Contribution to Family Income" (unpublished report, November, 1968).

[6]Robert O. Blood, Jr. and Donald M. Wolfe, Husbands and Wives (New York: The Free Press, 1960), pp. 98, 99.

[7]Lois W. Hoffman, "Commitment to Work," in The Employed Mother In America, ed. F. Ivan Ney and Lois Wladis Hoffman (Chicago: Rand McNally & Co., 1963), p. 23.

[8]Mildred W. Weil, "An Analysis of the Factors Influencing Married Women's Actual or Planned Work Participation," in American Sociological Review, Vol. XXVI (February, 1961), pp. 91-95.

be made that the nature of the work is basically unsatisfying.[9]

If a family strives for a higher level of living, the wife's employment is seen as a means of moving in that direction. Myrdall and Klein provide an insightful statement of this dimension, and suggested that added earnings provide such luxuries as higher education for the children, modern household equipment, holidays away from home, and similar comforts.[10] Hoffman suggested that money operates as a motivation for employment in less concrete ways, too. Because of the availability of jobs and because she may have worked previously, a woman's time has come to have monetary meaning—that is, that her time represents potential wages. And, Hoffman added, because of the lack of significance attached to the domestic role she may feel that her contribution is small, but that bringing home a paycheck seems to be a sign of competence and a tangible contribution to the family.[11] Interesting findings about money and marriage were reported by Blood and Wolfe. Whether the wife is satisfied with the family income depends on how it compares with her own frame of reference—her family, peers, and her own expectations. The wife who is dissatisfied with the family's economic resources has two main alternatives: she can put pressure on the husband to do better, or she can go to work herself. If the family finances were greatly strained, her work may increase the family income

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[9]Marion G. Sobol, "Commitment to Work," in The Employed Mother in America, ed. F. Ivan Nye and Lois Wladis Hoffman (Chicago: Rand McNally & Co., 1963).

[10]Alva Myrdall and Viola Klein, Women's Two Roles (London: Boutledge and Kegan Paul, Ltd., 1956), pp. 82-87.

[11]Lois W. Hoffman, "The Decision to Work," in The Employed Mother in America, op. cit., pp. 23-26.

so much that everyone feels better. If not, her work may irritate the husband and strain the marriage.[12]

Non-Economic Needs

Non-economic reasons are also factors in a wife's decision to work. Weil found that a woman will perform or plan to perform in both the traditional and career roles when (a) her husband's attitude toward her outside employment is positive; (b) she performed in an occupation before marriage which required high educational achievement or specialized training; (c) she continued to work after marriage; (d) she has achieved a high professional level or has had specialized training; (e) her husband accepts an obligation for child care and household chores; and (f) her children are of school age. This study reported that the availability of employment, high socio-economic background of the family, the wife's experience before marriage, family debts, and plans for making major purchases apparently had little or no relationship to planned or actual work participation.[13]

Stage in Family Life Cycle

The woman's stage in the family life cycle has been found to be an important predictor of her entering into the labor market. As changes occur in her life pattern, movement into and out of the labor force is one way that women respond to these changes. Basing the wife's work status on the age of the youngest child, Orden and Bradburn found that during the child's infancy and early childhood relatively few of

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[12]Blood and Wolfe, op. cit.

[13]Weil, loc. cit.

the wives were employed. As the children became older, the proportionate number of employed women steadily increased, and when the younger child reached the upper half of grade school, the proportionate number of women in the labor force had reached a high of 49 percent.[14]

Education

Statistical data provides evidence that a direct relationship exists between educational attainment of women, their labor force participation, and their earnings. College graduates are more likely to work than women with less education, and are more likely to hold professional jobs. Fifty-six percent of the women college graduates in 1966 were employed, and four-fifths of these held professional jobs; less than half of those with high school diplomas were working, and only seven percent of them were in professional occupations. Most of this group were employed in clerical, service, and operative occupations.[15] Further, of all the women working in 1966 those with five or more years of college had the highest median incomes; when grouped according to occupations, the highest median's were paid to professional and technical workers.[16]

Prior Work Experience

For wives who are currently working, work experience prior to

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[14]Susan R. Orden and Norman M. Bradburn, "Working Wives and Marriage Happiness," in American Journal of Sociology, Vol. LXXIV (January, 1969), pp. 392-407.

[15]U.S. Department of Labor, Women's Bureau, Job Horizons for College Women, Bulletin 288 (Washington: Government Printing Office, 1967), pp. 72-74.

[16]1969 Handbook on Women Workers, op. cit., pp. 138-141.

marriage is not related to present employment or future work plans,[17] but for non-working wives, Sobol states that work experience since marriage is the most important determinant of future work commitment.[18] Presumably, work since marriage indicates the husband's approval of the wive's working.

Marriage Happiness

Numerous studies have explored relationships between working wives and marriage happiness. Blood and Wolfe found the average marital satisfactions scores of working and non-working wives to be similar. However, when the motivation factor of economic pressure was considered, different results emerged. Two categories of wives were equally satisfied.[19] Weil also found a correlation between both working wives and those planning to enter the labor fource and a positive, supportive attitude of the husband; among the working wives she found the husband's help with household chores and care of children related to the wife's participation in employment.[20] Orden and Bradburn found that among those women free to choose between the labor market and homemaking there was no evidence to indicate that the labor market choice created a strain in the marriage for either wife or husband; on the contrary, both attain a higher balance in their perceived levels of tensions and satisfactions than they do if the wife chooses the home market.[21]

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[17] Weil, loc. cit.

[18] Sobol, op. cit., p. 52.

[19] Blood and Wolfe, op. cit., p. 101.

[20] Weil, loc. cit.

[21] Orden and Bradburn, loc. cit.

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ATTITUDES

In the previous chapter, attitudes were described as a screen through which a stimulus must pass, and it was suggested that the response elicited by the stimulus is influenced by the individual's attitude.

Doob said that an attitude is an internal response which the individual has learned.[21] Krech, Crutchfield, and Ballachey wrote that as an individual develops, his cognitions, feelings, and action tendencies with respect to various objects in his world become organized into enduring systems called attitudes.[22] Rosenberg and Hovland began a discussion of attitudes by saying that they are typically defined as "predispositions to respond in a particular way toward a specified class of objects," they are not directly observable or measurable, but are inferred from the way an individual reacts to a particular stimulus.[23]

While each of the above descriptions reflect different orientations, further reading in these works show agreement on the following points: attitudes are held by individuals; they are learned or acquired and not inborn; they are (overt) responses to stimuli; they usually involve an emotional or evaluative reaction; they may be

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[22]Leonard W. Doob, Public Opinion and Propaganda (Hamden, Connecticut: Archon Books, 1966), p. 27.

[23]David Krech, Richard Crutchfield, and Egerton Ballachey, Individual in Society (New York: McGraw-Hill Book Co., Inc., 1962), p. 139.

[24]Milton J. Rosenberg and Carl I. Hovland, "Cognitive, Affective, and Behavioral Components of Attitudes," in Attitude Organization and Change, Milton J. Rosenberg and others (New Haven: Yale University Press, 1960), p. 1.

either positive or negative; they are directed toward objects in the physical world, such as persons, social issues, art, philosophy, political affairs, etc.; they predispose the individual to make a certain (habitual) response, that is, they tend to be consistent and they cannot be directly observed.

The nature and functions of attitudes as a system was discussed by Krech, Crutchfield, and Ballachey. Their summary is included here as it describes, in concise form, the attitude system.

> The actions of the individual are governed to a large extent by his attitudes. An attitude can be defined as an enduring system of three components centering about a single object: the beliefs about the object—the feeling component; and the disposition to take action with respect to the object—the <u>action tendency component</u>.
>
> The components of attitudes may differ in <u>valence</u> and <u>multiplexity</u>. Valence refers to the degree of favorability or unfavorability with respect to the object of the attitude. . . Multiplexity refers to the variation in the number and kind of the elements making up the components. . . the cognitive component of an attitude may include an exhaustive set of beliefs about the object; the feeling component may be a relatively simple and undifferentiated love for the object; and the action tendency component may be multiplex in that the individual is prepared to take many and varied sorts of protective acts toward the object. The available evidence suggests that there is a general trend toward consistency among the components of attitudes in their valence and in their multiplexity.
>
> An individual's various attitudes may differ in the degree to which they are isolated from one another or are <u>interconnected</u> with one another. Most attitudes form <u>clusters</u> with other attitudes.[25]

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[25]Krech, Crutchfield, and Ballachey, op. cit., pp. 146-147.

Attitudes Toward Married Women's Employment

Studies of attitudes related to married women's employment are few. In 1957, Glenn investigated attitudes of white women in a small Southern community. She found support for the hypothesis that social class, age, and education are independent of the subject's attitude toward the employment of married women under these conditions: when the husband disapproves, working in order to make an early marriage possible, and working in order to be financially independent. The hypothesis that employment status is independent of the attitude of the subjects was rejected. Greatest approval of married women's employment was given by respondents who did not have children at home.[26]

The Katelman and Barnett study, made nine years after Glenn's, dichotomized respondents into two groups: "traditional" and "modern," based on their orientation toward work, and related this to certain relevant variables. These statistically significant relationships emerged:

Subjects with a traditional orientation were more likely to have these characteristics:

. . . to not be employed;

. . . to have worked three or fewer years since marriage;

. . . to be Catholic rather than Protestant;

. . . to be 44 years of age or under (provided the family income in 1964 was $4,000 or more);

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[26]Hortense M. Glenn, "Attitudes of Women Regarding Gainful Employment of Married Women," Journal of Home Economics, No. 51 (April, 1959), pp. 247-252.

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. . . to have husbands who had completed more than a high school education;

. . . to have one or more children living at home;

. . . and, to have a slightly greater tendency to rate their marriage as happy.[27]

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[27]Doris K. Katelman and Larry D. Barnett, "Work Orientations of Urban, Middle-Class, Married Women," in Journal of Marriage and the Family, Vol. XXX, No. 1 (February, 1968), pp. 80-88.

CHAPTER III

RESEARCH PROCEDURES

This study was made in Northwest Missouri. A sample was drawn from the population of married women in Andrew, Buchanan, Clinton, and DeKalb Counties. Two hundred thirty-six respondents were drawn, with efforts made to keep the number from each political division proportionate to its population.

Drawing the Sample

The sample was systematically selected by a grid sampling method. In this procedure, maps of each of the four counties were obtained, along with maps of the six more densely populated areas within the four counties. Outlines of these geographic areas were traced onto a plastic overlay; the outline was removed from the detailed map and an impartial party drew lines within the outline until a predetermined number of intersecting lines had been drawn. The overlay was again placed over the detailed map and the points where the lines intersected were transferred to the original (detailed) map. These intersecting points were then designated as starting points for locating a housing unit. Having located the housing unit, the interviewer then asked for the homemaker living there. Eligibility for inclusion as a respondent was determined by the homemaker's affirmative answer to the question, "Are you now married?"

Training the Interviewers

One of the factors in successful research is the absence of interviewer bias. In order to attain a high degree of accuracy in collecting and recording data, interviewers were given intensive training in interviewing techniques. As a part of this, they did practice interviews with respondents not included in the sample.

Pretesting the Instruments

The interview schedule was pretested by the interviewers actually conducting twelve interviews. Respondents were persons not included in the sample. Adjustments to the instrument were made as a result of the pretest.

The attitude inventory was developed by the researcher. Thirty-four statements which reflect attitudes toward married women's employment were prepared and administered to sixty women; scores on these were computed, and the attitude inventories ranked according to total score. These were then divided into four groups of fifteen each; the thirty inventories with middle scores were discarded, and the fifteen having the highest scores and the fifteen with the lowest scores were used for making an item analysis. Mean scores for these two groups were then computed for each item in the attitude inventory, and the twenty items having the greatest difference in mean scores were used in the revised attitude inventory as statements which would discriminate and reflect attitudes. T-ratios were computed, and all twenty items used in the revised inventory had t-ratios significant at the .01 level; fifteen of the twenty were significant at the .001 level.

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Half of the statements in the attitude inventory were worded so that the strongly agree responses carried the greatest weight, and the other half consisted of statements which had the scoring system reversed.[1] Highest possible score was 100; lowest possible score was 20. Scores below 60 indicated a negative attitude, and scores above 60 are considered as positive, or favorable. The attitude inventory and a summation of mean scores and standard deviations may be found in the appendix.

Collecting the Data

After locating the respondent, the interviewer used an interview schedule and an attitude inventory for collecting data. Interviews were made during October and November, 1969.

If the respondent was not at home, the interviewer made three call backs before designating the respondent as not available. Of the 236 respondents drawn, there were 213 completed interviews, 11 refusals, 8 were drawn from undeveloped areas, and 4 respondents could not be contacted.

Analyzing the Data

Following collection of data, information was coded and transferred to computer cards for tabulation and analysis.

The one-way analysis of variance was used to test the null hypothesis. This was done on an IBM-360/65 computer, using program

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[1]A. L. Edwards, Techniques of Attitude Scale Construction, (New York: Appleton Century Crafts), p. 155.

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BMDX 64, a general linear hypothesis program which corresponds to the "fixed constants" model, or Model I.

In some instances where a strong relationship was found, further analysis was made.

CHAPTER IV

FINDINGS

In this chapter each hypothesis is stated with a brief description of the procedure used in testing it and an objective presentation of the results.

Certain other data which was collected but not analyzed statistically is also reported in the belief that its inclusion will give the reader further insight into the problem and situation.

SELECTED PERSONAL FACTORS AND ATTITUDE

Selected individual characteristics were examined for possible relationship to attitudes toward married women's employment. They are presented as follows:

Age

H_o: There is no relationship between the married woman's age and attitude toward married women's employment.

H_1: There is a relationship between the married woman's age and attitude toward married women's employment.

To test this, respondents were grouped into six age categories: 24 and under, 25-34, 35-44, 45-54, 55-64, and 65 or over; mean attitude scores of the six categories were then tested for variance. As Table 1 indicates, no differences were found, and the null hypothesis is accepted.

Table 1

Analysis of Variance of Attitude Scores and Age

Source	SS	DF	MS	F
Between Groups	941.5583	5	188.3117	1.2951
Within Groups	30099.2812	207	145.4072	
Total	31040.8359	212		

Not Significant

Employment History

H_o: There is no relationship between the married woman's employment history and attitude toward married women's employment.

H_1: There is a relationship between the married woman's employment history and attitude toward married women's employment.

The respondents were divided into two groups: those who had at some time in their lives participated in employment, and those who had not. As shown in Table 3, a significant difference was found to exist; women who had been in paid employment held more favorable attitudes toward married women's employment than those who had not. This evidence causes the null hypothesis to be rejected, and the alternate hypothesis accepted.

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Table 2

Data for Analysis of Variance of Attitude Scores and Employment History

Treatment Group	Previously Employed	Never Employed
Sample Size	190	23
Mean Score	61.7158	55.2174
Standard Deviation	12.2975	8.5064

Table 3

Analysis of Variance of Attitude Scores and Employment History

Source	SS	DF	MS	F
Between Groups	866.3960	1	866.3960	6.0585*
Within Groups	30174.2109	211	143.0057	
Total	31040.6055	212		

*$p \leq .05$

Further examination of this hypothesis was made to determine if the location of this experience in the woman's life cycle showed any relationship to the attitude she might hold regarding married women's employment. It was postulated that there would be no difference in the attitude toward married women's employment between those married women who worked prior to marriage and those who did not. Data were grouped according to those who had been employed prior to marriage and those who had not, and these two groups were tested for variance. As

indicated in Table 4, no differences were found, and this null hypothesis is supported.

Table 4

Analysis of Variance of Attitude Scores and Employment Prior to Marriage

Source	SS	DF	MS	F
Between Groups	48.3428	1	48.3428	0.3289
Within Groups	31013.3320	211	146.9826	
Total	31061.6719	212		

Not Significant

Another postulation was made: that there is no difference in the attitude toward married women's employment between those married women who have been employed since marriage and those who have not. When analyzed on this basis, a significant difference at the .01 level was found, as shown in Table 6. Therefore, this hypothesis is rejected and an alternative postulation made, that women who have been employed since marriage tend to have a more favorable attitude toward married women's employment than those who have not worked since marriage.

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Table 5

Data for Analysis of Variance of Attitude Scores and Employment Since Marriage

Treatment Group	Employed Since Marriage	Not Employed Since Marriage
Sample Size	152	46
Mean Score	62.8421	57.3043
Standard Deviation	12.7954	8.7149

Table 6

Analysis of Variance of Attitude Scores and Employment Since Marriage

Source	SS	DF	MS	F
Between Groups	1082.9380	1	1082.9380	7.5429**
Within Groups	28139.7148	196	143.5700	
Total	29222.6528	197		

**$p \leq .01$

Another hypothesis related to employment history was proposed: that there would be no difference in attitude toward married women's employment between those married women who were currently employed and those who were not. Evidence presented in Table 8 does not support this hypothesis, but indicates a difference significant at the .001 level. Therefore, this hypothesis is rejected, and data would support an alternate hypothesis, that those women who are currently employed hold

a significantly more favorable attitude toward married women's employment than do those not currently employed.

Table 7

Data for Analysis of Variance of Attitude Scores and Current Employment Status

Treatment Group	Currently Employed	Not Currently Employed
Sample Size	64	149
Mean Score	67.6563	58.1611
Standard Deviation	12.6230	10.7067

Table 8

Analysis of Variance of Attitude Scores and Current Employment Status

Source	SS	DF	MS	F
Between Groups	4036.3906	1	4036.3906	31.5387***
Within Groups	27004.2734	211	127.9823	
Total	31040.6641	212		

***$p \leq .001$

Level of Education

H_o: There is no relationship between the married woman's level of education and her attitude toward married women's employment.

H_1: There is a relationship between the married woman's level of education and her attitude toward married women's employment.

Respondents were asked to indicate their educational attainment and vocational training. Data were grouped into the following categories: 1-8 years, 9-11 years, high school diploma, some college hours, college graduate, graduate work, graduate degree, and trade or vocational training. When tested for relationship to attitude, the analysis of variance yielded an F ratio significant at .05, therefore, the null hypothesis must be rejected and the alternate hypothesis accepted. Married women who have some college education or vocational training tend to hold more favorable views toward married women's employment than do those who have less formal education. Table 10 shows the result of this test.

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Table 9

Data for Analysis of Variance of Attitude Scores and Level of Education

Source	1-8 Years	9-11 Years	High School Diploma	Some College Hours	College Grad.	Grad. Work	Grad. Degree	Trade or Vocational
Sample Size	41	38	70	24	8	4	2	23
Mean Score	56.8293	57.9211	60.7571	64.4167	63.1250	70.7500	64.0000	66.6956
Standard Deviation	10.1264	11.8033	10.7574	14.6017	14.4265	9.5350	14.1421	13.2851

Table 10

Analysis of Variance of Attitude Scores and Level of Education

Source	SS	DF	MS	F
Between Groups	2533.9583	7	361.9939	2.6155*
Within Groups	27957.6367	202	138.4041	
Total	30491.5937	209		

*$p \leq .05$

Family Status

H_o: There is no relationship between the married woman's family status and attitude toward married women's employment.

H_1: There is a relationship between the married woman's family status and attitude toward married women's employment.

The mean attitude scores of those who had children living at home were compared to the scores of those who did not, and data given the analysis of variance test. No differences were found, as Table 11 shows.

Table 11

Analysis of Variance of Attitude Scores and Family Status

Source	SS	DF	MS	F
Between Groups	4.4134	1	4.4134	0.0303
Within Groups	30633.7852	210	145.8752	
Total	30638.1953	211		

Not Significant

Additional analysis of this factor was done by grouping the respondents according to the grade in school of the youngest child living at home. As Table 12 shows, no relationship was found. Therefore, the null hypothesis is accepted.

Table 12

Analysis of Variance of Attitude Score and Grade of Youngest Child Living at Home

Source	SS	DF	MS	F
Between Groups	210.0841	4	52.5210	0.3186
Within Groups	34127.3711	207	164.8665	
Total	34337.4531	211		

Not Significant

SELECTED ECONOMIC FACTORS

Two economic factors—place of residence and family income—were examined for relationship to the married woman's attitude toward married women's employment. Results from these are:

Place of Residence

H_o: There is no relationship between the married woman's place of residence and attitude toward married women's employment.

H_1: There is a relationship between the married woman's place of residence and attitude toward married women's employment.

This was tested by grouping the respondents into four classifications—rural, small town, suburban, and urban—and then analyzing their attitude scores. Table 13 presents the findings of this test. An additional test was made by grouping the respondents as rural (rural and small town) and urban (suburban and urban) with similar results. Therefore, the null hypothesis is accepted.

Table 13

Analysis of Variance of Attitude Score
and Place of Residence

Source	SS	DF	MS	F
Between Groups	285.2915	3	95.0972	0.6462
Within Groups	30755.4062	209	147.1550	
Total	31040.6953	212		

Not Significant

Family Income

H_o: There is no relationship between the married woman's family income and attitude toward married women's employment.

H_1: There is a relationship between the married woman's family income and attitude toward married women's employment.

Data were collected on family income and tested for relationship to respondent's attitudes. As Table 14 indicates, the mean attitude score increased as family income increased; and of those who knew and reported family income, the widest range in attitude score was found in the $5000 - $7499 income group.

When analyzed for variance (see Table 15) the F ratio was significant at the .05 level, therefore the null hypothesis is rejected and the alternative hypothesis accepted. Married women with higher family incomes tend to hold more favorable attitudes toward married women's employment than do those with lower family incomes.

Table 14

Data for Analysis of Variance of Attitude Score and Family Income

Treatment Group	Under $3,000	$3,000 $4,999	$5,000 $7,499	$7,500 $9,999	$10,000 $14,999	$15,000 +	DK	NR
Sample Size	22	25	39	44	39	13	8	23
Mean Score	57.3182	59.2000	59.2051	60.1136	64.7949	69.7692	59.2500	60.5652
Standard Deviation	9.0469	9.5000	13.3637	10.8482	12.6391	12.7812	14.2202	13.0273

Table 15

Analysis of Variance of Attitude Scores and Family Income

Source	SS	DF	MS	F
Between Groups	2129.5591	7	304.2227	2.1571*
Within Groups	28911.3125	205	141.0308	
Total	31040.8711	212		

*p $\leq$ .05

SELECTED SOCIO-PSYCHOLOGICAL FACTORS

Several factors which, through interpersonal and intergroup relationships, are likely to influence behavior were subjected to analysis in this study. They are presented as follows:

Satisfaction Derived from Housework

H_o: There is no relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.

H_1: There is a relationship between the married woman's satisfaction derived from housework and attitude toward married women's employment.

Respondents were read five statements about performing household tasks and asked to indicate which one best described their feelings. These were compiled into three groups: those who enjoy housework, those who dislike it, and those who held ambivalent or neutral feelings about it. Respondents with positive feelings toward doing housework were less favorable toward employment outside the home (their mean attitude score was 60.2) then there were those with negative feelings (mean score 64.7). However, when given the analysis of variance test (Table 16) no significant relationships were found, and the null hypothesis is accepted.

Table 16

Analysis of Variance of Attitude Score and Satisfaction Derived from Housework

Source	SS	DF	MS	F
Between Groups	593.4902	3	197.8301	1.3570
Within Groups	30468.2031	209	145.7809	
Total	31061.6914	212		

Not Significant

Satisfaction with the Family Income

H_o: There is no relationship between the married woman's expressed satisfaction with family income and attitude toward married women's employment.

H_1: There is a relationship between the married woman's expressed satisfaction with family income and attitude toward married women's employment.

To determine the respondent's satisfaction or dissatisfaction with the amount of money available for family living, respondent was asked to indicate, on a 4-point scale, her feelings about the amount of money available for her family to live on. These four treatment groups were then tested for variance in attitude scores and the results of this are shown in Table 17. No significant differences were found, therefore the null hypothesis is supported.

Table 17

Analysis of Variance of Attitude Score
and Satisfaction with Family Income

Source	SS	DF	MS	F
Between Groups	65.3010	3	21.7670	0.1510
Within Groups	29843.3828	207	144.1709	
Total	29908.6836	210		

Not Significant

Satisfaction from Volunteer Service

H_o: There is no relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

H_1: There is a relationship between the married woman's satisfaction with volunteer service and attitude toward married women's employment.

Respondents were asked if they sometimes participate in volunteer service, and the analysis of variance was computed for these data. As Table 18 indicates, no differences were found to exist between these two groups.

Table 18

Analysis of Variance of Attitude Scores and Participation in Volunteer Work

Source	SS	DF	MS	F
Between Groups	10.4195	1	10.4195	0.0708
Within Groups	30885.9062	210	147.0757	
Total	30896.3242	211		

Not Significant

Further analysis of this variable was made by asking those who do participate if they like to do volunteer work or if they prefer not to. Again, no significant differences were evident (see Table 19). On the strength of this evidence, the null hypothesis—that there is no difference in the attitude toward married women's employment and her participation in volunteer service—is accepted.

Table 19

Analysis of Variance of Attitude Scores and Satisfaction from Volunteer Work

Source	SS	DF	MS	F
Between Groups	313.7856	2	156.8928	1.1036
Within Groups	15922.4336	112	142.1646	
Total	16236.2187	114		

Not Significant

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Perception of Husband's Feelings Regarding Wife's Employment

H_o: There is no relationship between the married woman's perception of husband's attitude about wives' employment and her attitude toward married women's employment.

H_1: There is a relationship between the married woman's perception of husband's attitude about wives' employment and her attitude toward married women's employment.

Respondents were asked to indicate on a five-point scale, ranging from strongly approve to strongly disapprove, how they believed their husbands would feel about (the wife's) employment. Attitude scores from these five groups were then analyzed for variance, with results shown in Table 20. Since the F ratio exceeds the .001 level of significance, as Table 21 indicates, the hypothesis is rejected. The alternate hypothesis, that there is a relationship between the married woman's attitude and her perception of her husband's attitude toward married women's employment is supported. Women who perceive their husband's attitude toward (the wife's) employment as favorable will tend to have significantly more positive attitudes toward married women's employment.

Table 20

Data for Analysis of Variance of Attitude Scores and Perception of Husband's Attitude

Treatment Group	Strongly Approves	Mildly Approves	Neutral	Mildly Disapproves	Strongly Disapproves	NR	DK
Sample Size	32	36	22	43	77	1	2
Mean Score	71.7813	63.8333	64.1364	59.0233	55.7532	46.0000	56.5000
Standard Deviation	10.7004	11.6509	11.4447	10.6536	9.6247	0.0	37.4767

Table 21

Analysis of Variance of Attitude Score and Perception of Husband's Attitude

Source	SS	DF	MS	F
Between Groups	6778.1328	6	1129.6887	9.5915***
Within Groups	24262.7305	206	117.7802	
Total	31040.8633	212		

***$p \leq .001$

Perception of Children's Feelings Regarding Maternal Employment

H_o: There is no relationship between the married woman's perception of children's feelings regarding mothers' employment and attitude toward married women's employment.

H_1: There is a relationship between the married woman's perception of children's feelings regarding mothers' employment and attitude toward married women's employment.

In this test only those respondents who have children living at home were considered (N = 130). The five-point scale was employed to measure the respondent's perception of children's feelings about mother's employment. Attitude scores of these five groups were then subjected to the analysis of variance test, which produced an F ratio significant at .001 level (Tables 22 and 23 present these data).

The null hypothesis is therefore rejected, and the alternate hypothesis accepted: there is a relationship between the married woman's attitude toward married women's employment and her perception of their children's feelings about mother's employment. Women who perceive their children as approving mother's employment will hold significantly more positive attitudes toward married women's employment.

Table 22

Data for Analysis of Variance of Attitude Score and Perception of Children's Feelings Regarding Maternal Employment

Treatment Group	Strongly Approves	Mildly Approves	Neutral	Mildly Disapproves	Strongly Disapproves	DK
Sample Size	14	21	6	39	47	3
Mean Score	70.5000	71.1905	54.3333	58.0513	57.7659	57.3333
Standard Deviation	11.0436	8.6117	10.9118	8.4416	12.7607	9.2376

Table 23

Analysis of Variance of Attitude Score and Perception of Children's Feelings Regarding Maternal Employment

Source	SS	DF	MS	F
Between Groups	4575.4687	5	915.0938	8.0861***
Within Groups	14032.9961	124	113.1693	
Total	18608.4648	129		

***$p \leq .001$

Perception of Peer Group's Feelings Regarding Married Women's Employment

H_0: There is no relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.

H_1: There is a relationship between the married woman's perception of peer group's feelings regarding married women's employment and her attitude toward married women's employment.

The five-point scale used to measure perception of husband's and children's feelings was also used to obtain data here. Analysis of the data (see Tables 24 and 25) shows a strong relationship between the attitude score and perceived feelings of the peer group. Therefore, the null hypothesis must be rejected, and the alternate hypothesis accepted. Women who believe their peers approve married women's employment tend to have significantly higher (more positive) attitude scores than do those who feel that their peers disapprove.

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Table 24

Data for Analysis of Variance of Attitude Score and Perception of Peer Group's Feelings Regarding Married Women's Employment

Treatment Group	Strongly Approves	Mildly Approves	Neutral	Mildly Disapproves	Strongly Disapproves	NR	DK
Sample Size	33	72	34	33	16	4	21
Mean Score	65.3939	62.6944	63.8529	57.5757	50.8750	51.2500	58.7619
Standard Deviation	12.8718	10.9758	12.6014	12.5001	8.2128	6.2383	10.4494

Table 25

Analysis of Variance of Attitude Score and Perception of Peer Group's Feelings Regarding Married Women's Employment

Source	SS	DF	MS	F
Between Groups	3633.1704	6	605.5283	4.5512***
Within Groups	27407.6758	206	133.0470	
Total	31040.8437	212		

***$p \leq .001$

Occupational Status

H_o: There is no relationship between the married woman's occupational status and attitude toward married women's employment.

H_1: There is a relationship between the married woman's occupational status and attitude toward married women's employment.

This hypothesis was tested in two ways: first, by taking all respondents who had been employed at any time since marriage and comparing their occupational status with mean attitude score; and by using those respondents who were employed at the time data were collected and comparing occupational status of their present jobs and mean attitude scores.

Tables 26 and 27 show results of testing this hypothesis using all respondents who had been employed sometime since marriage. Significant differences in attitudes were found (at .01 level) with those in higher-status occupations (professionals and managers) having more favorable attitudes toward employment than those in lower-status occupations (private household and service workers).

Of those respondents currently employed, similar results were found (see Tables 28 and 29). Although of less magnitude, the difference was extremely close to the .05 level. Therefore, the null hypothesis is rejected, and the alternate hypothesis accepted. It should be noted that in two classes (managers and operatives) cell size was extremely small.

Table 26

Data for Analysis of Variance of Attitude Score and Occupational Status of Women Employed Since Marriage

Source	Professional	Managers	Clerical	Sales	Craftsman	Operatives	Private Household	Service	DK
Sample Size	15	1	49	22	1	27	8	30	2
Mean Score	73.3333	80.0000	63.8979	62.3182	76.0000	61.2963	57.7500	56.9333	53.0000
Standard Deviation	12.7429	0.0	12.4117	13.0799	0.0	9.0333	13.9156	13.7563	4.2426

Table 27

Analysis of Variance of Attitude Score and Occupational Status of Women Employed Since Marriage

Source	SS	DF	MS	F
Between Groups	3675.1367	8	459.3921	3.0153**
Within Groups	22243.5117	146	152.3528	
Total	25918.6484	154		

**$p \leq .01$.

Table 28

Data for Analysis of Variance of Attitude Score and Occupational Status of Women Currently Employed

Treatment Group	Professional	Managers	Clerical	Sales	Craftsman	Operatives	Private Household	Service
Sample Size	8	1	18	8	1	8	4	16
Mean Score	74.6250	80.0000	70.9444	71.2500	76.0000	67.0000	60.0000	59.8125
Standard Deviation	9.6649	0.0	12.9818	8.2419	0.0	10.4745	12.1381	13.2877

Table 29

Analysis of Variance of Attitude Score and Occupational Status of Women Currently Employed

Source	SS	DF	MS	F
Between Groups	2130.6016	7	304.3716	2.1706
Within Groups	7852.7539	56	140.2277	
Total	9983.3555	63		

Not Significant. P .05 (7,56) = 2.18

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CHAPTER V

DISCUSSION

Data from these tests offer evidence which has some interesting implications for continuing educators and employment personnel. Knowledge of attitudes and an understanding of the factors that are related to, or perhaps contribute to, these attitudes should be useful for those who develop and execute continuing education programs and to persons involved in the employment system—counselors, supervisors, personnel officers, and employers.

In this study certain variables were found to be related to the attitudes married women hold toward married women's employment; others were found to have no relationship. It is useful to know what does not, as well as what does, bear a relationship to these attitudes.

Such relationships do not imply causality, and the reader is cautioned against making such conclusions. This data simply offers evidence that there is, or is not, a relationship present.

Having been employed at some time appears to be closely related to attitude, with those women who have worked showing significantly more approval for married women's engaging in employment.

Further investigation of this factor was made to determine if the location of the work experience in the woman's life cycle was of any consequence. It was not if her employment was prior to marriage;

but was important if she had worked since marriage. A more favorable view toward employment was held by those who had worked after marriage than was by those who had not, and the attitude was found to be considerably more positive among those who were employed at the time data were collected. These findings are congruent with Sobol's study of commitment to work (Sobol, 1963), which stated that work prior to marriage was not related to present employment or future work plans, but that for non-working wives, employment since marriage was the most important determinant of future work plans.

This suggests that the woman's attitude may be strongly influenced by her husband's attitude and by the couple's values and goals for their family.

Demographic data reveal that women appear to have developed a two-phase lifetime working cycle—taking a job when first out of school, withdrawing from employment for marriage and motherhood, and returning to paid employment when she feels the children no longer need full-time mothering. However, no association between age and attitude was found to exist in this study, nor was the presence of children in the home found to be related to attitude.

Earlier studies had found a direct relationship between educational attainment of women and their labor force participation, (U.S. Dept. of Labor, Women's Bureau, 1967, 1969). Data from this study also found a relationship between educational attainment and attitude towards employment. Those with one to eight years of schooling had a mean attitude score of 56.8, which is slightly negative toward employment, while the mean score of college graduates was 63.1, or slightly positive. Highest mean scores were found in

those who had done college work beyond the baccalaureate degree and those with trade or vocational schooling.

Obviously, countless other factors have influenced individuals to continue or terminate their formal education; however, with regard to employment, one can speculate that because a woman aspires to have a career she has prepared herself for it through formal education and training. Others might argue that through the process of becoming trained or educated she has come to feel that outside-the-home activities such as employment offer positive rewards and personal satisfaction.

The family's financial need is one reason some women seek employment, and the desire for material goods and services functions to draw—or keep—others there. It is often the added dollars from the wife's paycheck that provide many amenities which a family might not otherwise afford.

While it is recognized that there are numerous other factors involved in a woman's decision to work, economic rewards in the form of paychecks and fringe benefits do influence, in varying degrees, her decision.

It would seem, then, that if a family's income is low, one alternative way of relieving this economic stress would be for the wife to enter the labor force. However, data from this study found a positive correlation between income and attitude—respondents with low income held negative attitudes; as incomes increased, attitudes moved from negative to positive. Respondents with less than $3000 annual family income were opposed to wives' working, as were those

with family income up to $7500. When the incomes exceeded $7500, attitudes toward wives' employment were positive, and those with $15,000 or more annual family income held quite favorable attitudes toward married women's employment.

Further research is needed to determine why this phenomenon exists. However, the fact that it does exist should be useful information to those individuals and institutions whose mission is to develop opportunities for the poor to improve their level of living. This study makes no attempt to discover causality, but further analysis of data collected in the study might provide clues. It is anticipated that this can and will be accomplished at a later date.

Women in higher-status occupations were found to hold more positive attitudes about employment than those in low-status occupations. Those in professional and managerial positions and craftsmen had mean scores which reflected strong approval of the married woman's working; service workers' scores reflected mild disapproval.

The Sobol study (1963) investigated mothers' commitment to work, that is, their long-range work plans. He found that those working in operative jobs were least interested in future work careers, and suggested that this may reflect a basically unsatisfying nature of their work. Brewer and Locke (1965) presented evidence that task experience is capable of influencing an individual's beliefs, values, and preferences, not only to the task itself but also over time becomes generalized to other areas of life. They theorized that occupational experience affects one's system of beliefs, values, and preferences.

Again, the reader is cautioned against making causality inferences from this study. These findings do not imply occupation as a source of attitude toward employment. The findings are not incongruent, however, with the Sobol and Breer and Locke studies, that nature of the task influences the performer's attitude toward that task.

The variables of levels of satisfaction—with housework tasks, volunteer service, and family income—all showed no relationship to attitude when tested. This suggests that even though the individual was dissatisfied with these, she did not necessarily perceive outside employment as an alternative which would possibly alleviate her dissatisfaction.

Attitudes of those dissatisfied with housework tasks were somewhat more positive than those who indicated satisfaction; the latter group and those ambivalent in their feelings were neutral. However, the difference was not of sufficient magnitude to be significant.

Respondents were asked to indicate how they thought certain others felt about married women's employment. Interesting relationships were found. Women who had favorable attitudes toward employment also believed their husbands, children, and peers would approve of their employment outside the home, while those who were negative in their attitude tended to perceive husbands, children, and peers as disapproving of married women working outside the home. One might speculate that a positive, supportive attitude among family members, particularly the husband, is a requisite for the married woman to engage in employment; that without their support and

assistance in maintaining the household, employment of the homemaker would create a strain on the marriage (or family) for those involved. The Weil study (Weil, 1961) presents evidence in support of this, as does the one by Orden and Bradburn (Orden and Bradburn, 1969).

Limitations of the Study

The findings of this study raise further questions, which is desirable. Certain relationships and non-relationships have been established; these are not to be interpreted as cause-and-effect, but simply point to the fact that there is, or is not, a relationship.

The generalizability of the results is limited to the following points:

1. The method for selecting respondents is as near random sampling as was possible in this situation. However, there is no evidence of bias in that the housing units, from which respondents were located, were selected by chance. It, therefore, seems reasonable that one need not be overly cautious in generalizing.

2. Efforts were made to minimize any interviewer bias; and it is believed that these efforts were successful. However, such could have been present.

It was stated earlier that the findings presented herein raise further questions about the attitudes of married women toward employment. This is desirable. Identification of the existence or non-existence of certain relationships is an important aspect of research, but should be viewed as simply one link of the chain in man's quest for knowledge. It is hoped that these findings will stimulate further research which will seek to identify other factors related to

attitudes toward married women's employment and provide answers as to why the relationships do or do not exist. Such information would meaningfully extend the body of knowledge and would be useful to sociologists, educators, employment counselors, and others.

Implications for Educational Programs

The trend for large numbers of married women to engage in outside employment has been clearly established, and forecasters expect both the number and percentage of married women in the labor force to continue to increase in the years immediately ahead. This fact, and the attitudes people hold in regard to it, have certain implications for educators and others.

However, before any implications are set forth, it would perhaps be expedient to state certain beliefs and assumptions which seem relevant to this writer:

1. Employment may offer both tangible and intangible rewards to women in ways that are personally satisfying; this in turn can cause her to function more effectively in other roles.

2. Ideally, society is concerned with each individual, considers it desirable for each individual to reach his potential, and seeks ways whereby this may be achieved.

3. Society is concerned with economically disadvantaged families and the problems inherent therein and seeks to find ways of ameliorating the situation.

4. The educator's function is to create a learning situation in which the learner changes from his present state toward a desired state. Degree of change will vary; present state and

desired state are (here) unspecified; and the educator's influence is catalytic. Nonetheless, he is concerned with change.

5. Educational programs seek to effect change, but in order to bring this about, the educator must accept the learner "as is."

It is from this vantage point that the following implications are drawn:

<u>There is a need for more information about the relationship between family income and attitude towards employment</u>. Data in this study found women of low to modest income to have negative attitudes toward employment. Experiments should be designed to determine why. In the meantime, efforts should be made to find ways of alleviating their economic stress.

One obvious way to increase family income is for the wife to work (other circumstances permitting). Efforts should be made to improve the woman's employability. This may involve changing attitudes—both hers and the employers—or it might necessitate job training, or both. Employers and society in general need a better understanding of the socially and economically deprived's value system, and the low-income employee will need to be educated to the requirements of employers if she is to be successfully employed.

<u>There is a need for continuing education and training programs which provide the would-be employee with the tools necessary for employment</u>. This and other research has found a relationship between education and attitude; while this study does not imply causality, it seems reasonable to assume that more education gives the employee wider alternatives for employment.

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Especially for the mature woman who has been away from the employment scene for a few years, programs should be offered which allow her to upgrade vocational skills. These could be refresher courses, additional training, or training for new careers. Such training will also give individuals skill and self-confidence regarding ability to get and keep a job.

A correlation between education and income has been established and is accepted as fact. Further education and training related to employment would not only improve employability but should also result in increased earning power.

There is a need for educational programs which will develop more positive attitudes toward married women's employment, and these programs should be directed to women, families, and communities. That women can effectively combine marriage and a career has been demonstrated, and the number and percentage of women who choose to do so is expected to increase. As this occurs, it becomes increasingly important for society to hold positive attitudes about women's right to choose whether or not they will participate in employment. For the individual woman, society's acceptance of her employment is necessary for her self-concept; for her family, it is necessary to understand and accept changes which take place as she assumes this added responsibility and to be supportive of her in this new role. And it is useful for the larger society to understand the need for and effects of women's employment. This is especially true if the workers are also mothers. Much misinformation presently exists regarding effects of maternal employment.

There is a need for trained counselors who can help women analyze and evaluate their situations, abilities and interests, and opportunities, from which the individual woman can choose among the alternatives of employment, volunteer service, full-time homemaking, and activities for self-development. Such counseling should precede any educational or training programs undertaken by the individual considering entry or re-entry into the labor force.

There is a need for youth programs which will help young people understand the family life patterns they will likely experience. Efforts should be made early in life to develop attitudes and skills that will be mutually supportive when both marriage partners work.

Traditionally, certain tasks in the home have been viewed as "man's work" and "woman's work." In families where both husband and wife are working, this traditional orientation can be stress-producing. Education can equip future generations to adapt to changing patterns of family living. Such programs should be made available to both boys and girls.

In addition, girls should receive counseling which looks beyond the traditional dichotomy of marriage or career, but instead considers total life planning.

CHAPTER VI

SUMMARY

Increasingly, women are entering into employment outside the home. Conditions have become more favorable to married women's employment, but little is known about their attitudes toward it.

This study investigates what attitudes married women hold toward married women's employment, and seeks to determine the relationship of certain personal, economic, and socio-psychological factors to these attitudes.

In the study, made in Northwest Missouri, respondents were drawn from the population of married women. Data collected consisted of an attitude inventory and certain personal, economic, and socio-psychological factors. Statistical analysis was made using the one-way analysis of variance.

Significant relationships were found to exist between attitudes and the variables of employment history, level of education, family income, perception of husband's attitude, perception of children's feelings, perception of peer's feelings, and occupational classification. The groups who viewed women's employment favorably were: (a) those who had worked since marriage, (b) those with some college or vocational training, (c) those whose family incomes were $10,000 or more, (d) those who perceived husbands, children, and peers as approving of their employment, and (e) those employed in occupations of higher status.

No relationships were found between attitude and age, family status, place of residence, satisvaction derived from housework, satisfaction with family income, and satisfaction with volunteer service.

From the findings, these implications are drawn:

1. There is a need for more information about the relationship between family income and attitude towards employment.

2. There is a need for continuing education and training programs which provide the would-be employee with the tools necessary for employment.

3. There is a need for educational programs which will develop more positive attitudes toward married women's employment, and these programs should be directed to women, families, and communities.

4. There is a need for trained counselors who can help women analyze and evaluate their situations, abilities and interests, and opportunities, from which the individual woman can choose among the alternatives of employment, volunteer service, full-time homemaking, and activities for self-development.

5. There is a need for youth programs which would help young people understand the family life patterns they will likely experience.

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APPENDIX A: QUESTIONNAIRE

MARRIED WOMEN'S EMPLOYMENT STUDY

C1
C2
C3 Interview Number

C4
C5
C6
C7 Date of Interview:
Month and Day

Check Residence:
1. Rural
2. Small town
3. Suburban
4. Urban

C8

C9 INTRODUCTION: Hello. . . I'm (name) from (town or county) and I'm an interviewer for the University of Missouri Extension Division. We're doing a research study of attitudes of women toward women's employment outside the home, and the things learned from this study will be helpful in planning educational programs in the future.

In selecting respondents for this study, this particular house was randomly chosen. According to the research method used in this study, I have to ask a few questions of the homemaker living here. Would that be you?

Yes No*

*IF "NO": ASK FOR HOMEMAKER AND REPEAT INTRODUCTION

I must ask, also, if you are now married?

Yes No*

*IF "NO": TERMINATE INTERVIEW

C10 Men usually enter into employment during their late teens or early twenties, and remain in the labor force until retirement. However, when we think about women's employment, we find there is no set pattern. What about you. . . have you ever been employed?

1. Yes
2. No*

9. DK
8. NR

*IF "NO": SKIP TO C17

C11 Did you work before you were married?

1. Yes*
2. No

9. DK
8. NR

C12 | *IF "YES," ASK: | What type of work did you do?

_____

_____

_____

C13 Have you been employed outside the home since you married?

1. Yes
2. No*

9. DK
8. NR

*IF "NO": SKIP TO C17

C14 What type of work was this?

_____

_____

_____

C15 Are you employed at the present time?

1. Yes*
2. No

9. DK
8. NR

C16 | *IF "YES," ASK: | What is your present occupation?

_____

_____

_____

C17 As a homemaker, you're expected to do many things. . . among other things, the homemaker is supposed to keep the home running smoothly, help her husband in his career, and be a good mother to her children. Yet it's up to each homemaker to work out her own schedule for doing these things. We're interested in what your day is like. . . about how much time do you spend each day doing housework?

_____

C18 Which of the household tasks do you most enjoy doing?

_____

_____

_____

C19 Which of the household tasks do you most dislike?

_____

_____

_____

C20 Generally speaking, which of the following statements would you say best describes the way you feel?

1. Although there are some tasks that I don't like to do, for the most part I enjoy housework.
2. I thoroughly enjoy doing housework.
3. I'd much rather do something besides housework.
4. There are some household tasks that I enjoy, but for the most part, I don't like doing housework.
5. I don't have any feelings one way or the other— I neither like nor dislike doing housework.

8. NR

C21 If your family is like most other families, the amount of money available for living expenses is somewhat fixed. How do you feel about the amount of money you have for your family to live on. . . would you say that you are very satisfied, fairly satisfied, somewhat dissatisfied, or very dissatisfied with it?

1. Very satisfied
2. Fairly satisfied
3. Somewhat dissatisfied
4. Very dissatisfied

9. DK
8. NR

C22 People are the same in many ways, but no two people are alike.
C23 What are some of the ways in which you're different from most people?

_____

_____

_____

C24 Many people, when they think about their children, would like for them to be different from themselves in some ways. Do you have a daughter? . . . (If you did) . . . How would you like her to be different from you?

C25 As you think about yourself. . . the person you really are. . . what would you say are your strongest points?

C26 Some homemakers spend time in volunteer work. What about you. . . do you sometimes work as a volunteer in community activities?

1. Yes
2. No*

9. DK
8. NR

*IF "NO": SKIP TO C30

C27 How do you feel about doing volunteer work. . . In what ways do you find it satisfying?

C28 What do you dislike about it?

C29 In general, then, would you say that you like to participate in volunteer work. . . or that you prefer not to?

1. Likes volunteer work
2. Prefers not to

9. DK
8. NR

C30 So far, the questions we've been asking have been concerned with how you feel about certain things. Now we'd like for you to tell us how you think others feel about some things. Let's start with your husband. . . how do you think your husband would feel (feels) about your working outside the home. . . would he strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

1. Strongly approve
2. Mildly approve
3. Neither approve nor disapprove
4. Mildly disapprove
5. Strongly disapprove

9. DK
8. NR

C31 How do you think your children would feel (or, if you had children, how do you think they would feel). . . would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

1. Strongly approve
2. Mildly approve
3. Neither approve nor disapprove
4. Mildly disapprove
5. Strongly disapprove

9. DK
8. NR

C32 What about your friends. . . how do you think they feel about married women working outside the home. . . would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

1. Strongly approve
2. Mildly approve
3. Neither approve nor disapprove
4. Mildly disapprove
5. Strongly disapprove

9. DK
8. NR

C33 O.K. Now let's get back to your feelings. If you were to seek a job, you would be interested in the pay scale for that job. Would you have some idea what the pay scale is for the type of work that you might be interested in?

1. Yes*
2. No

9. DK
8. NR

C34 *IF "YES," ASK: Do you feel that this is enough money to interest you in that job?

1. Yes
2. No

9. DK; Undecided
8. NR

C35 Have you heard about any job opportunities lately that interested you?

1. Yes
2. No*

9. DK
8. NR

*IF "NO": SKIP TO C37

C36 What were they?

GET THE SPECIFIC OCCUPATION

C37 Do you feel that you would need additional training to get one of those jobs. . . or any job that you would be interested in?

1. Yes
2. No*

9. DK
8. NR

*IF "NO": SKIP TO C40

C38 Why do you feel this way?

C39 What kind of training do you think you would need?

C40 What hobbies, experience, or special interests have you that you feel would help you in getting a job?

C41 Now let's talk about your plans for the future. What about you. . . do you plan to work outside the home in the future?

1. Yes
2. No*
3. Undecided; hadn't thought about it

9. DK
8. NR

*IF "NO": SKIP TO C45

C42 What kind of work do you think you would be interested in doing?

_____

_____

C43 Would you prefer to work full time. . . or would part-time employment work better for you?

1. Full time
2. Part time
3. Either full time or part time

9. DK
8. NR

C44 How long would it be before you think you would seek employment?

1. Less than a year
2. Between one and five years
3. After five years

9. DK
8. NR

C45 | HAND RESPONDENT ATTITUDE STATEMENTS |

On this page are several statements. Would you please read them and then mark on the paper, according to the instructions at the top of the page, the way you feel about the statement. This is not an examination, and there are no right or wrong answers. . . it's just an inventory of the way you feel about the issues.

| COLLECT ATTITUDE STATEMENTS WHEN RESPONDENT HAS COMPLETELY MARKED EACH ITEM ON THE INVENTORY |

C46 Now, if you'll answer a few factual questions about yourself, we'll be finished.

| SHOW CARD A |

Would you please look at this card and give me the number that corresponds with the amount of schooling that you have completed?

1. 1-9 years
2. 9-11 years
3. High school diploma
4. Some college hours
5. College graduate
6. Graduate work
7. Graduate degree
   (Specify: _____)
8. Trade or vocational school
   (Specify: _____)

9. DK
0. NR

C47 Do you have children living at home?

1. Yes*
2. No

9. DK
8. NR

C48 | *IF "YES," ASK: | Are they preschool, in the elementary grades (1-8), in high school (9-12), in college, or out of school?

11. Preschool
12. Preschool and elementary
14. Preschool, elementary and high school
15. Preschool, elementary, high school, and out of school
16. Elementary
18. Elementary and high school
19. Elementary, high school, and out of school
24. High School
25. High school and out of school
26. Out of school
27. College
29. High school and college
30. Elementary through college

C49 | SHOW CARD B | Would you look at this card please, and then tell me the number that corresponds with your age group?

1. 24 or under
2. 25-34
3. 35-44
4. 45-54
5. 55-64
6. 65 or over

9. DK
8. NR

C50 | SHOW CARD C |

About your income, would you please look at this card and then tell me the number that corresponds with what you think your family income will be this year.

1. Under $3000
2. $3000 - $4999
3. $5000 - $7499
4. $7500 - $9999
5. $10,000 - $14,999
6. $15,000 - or more

9. DK
8. NR

This completes the interview. We appreciate your cooperation, and again I want to assure you that all information which you have given me will be held confidential. Thank you.

APPENDIX B: SUMMARY, ATTITUDE INVENTORY

SUMMARY: ATTITUDE INVENTORY

Please give your first spontaneous reaction to each of the following statements. There are no right or wrong answers. Although it may be hard to decide on some of the statements, be sure to answer all of them.

Key: Circle the letter

SA if you strongly agree with the statement
A if you tend to agree with the statement
U if you are uncertain or have no opinion
D if you tend to disagree with the statement
SD if you strongly disagree with the statement

- 1.	Woman's place is in the home.	2.090	1.1750
+ 2.	Working outside the home tends to improve one's morale.	3.401	1.2139
- 3.	A wife should work only if the family needs the money	2.170	1.2351
+ 4.	Having a job improves one's status.	2.972	1.200
+ 5.	The married woman who worked has as high regard for her family as does the non-working wife.	3.736	1.222
- 6.	Working away from home lessens one's interest in one's home and family	3.425	1.3522
- 7.	Women should decide whether they want marriage or a career.	2.925	1.3885
+ 8.	Having a job makes a woman feel she's worth something	3.057	1.2379
+ 9.	Most women can manage to work and keep house too, if they want to.	3.868	1.0760
-10.	It is better to try to extend the budget by cutting down on living expenses than for the wife to enter employment.	2.645	1.2378
+11.	Staying home all day is boring.	2.531	1.4023

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+12.	Homemaking has a few of the feelings of success and achievement that the business world offers.	2.448	1.2400
+13.	Performing household tasks is not very challenging	2.502	1.2750
-14.	Much of the unrest among today's youth is caused by mothers working away from home	2.467	1.2930
+15.	It's good to work in that you are with other people	3.712	0.9575
-16.	Most men tend to resent their wife's working.	2.693	1.1664
-17.	It is not fair to one's husband for a wife to take a job outside the home. . . .	3.269	1.1305
-18.	A wife cannot be a good companion to her husband and work outside the home. . . .	3.552	1.2362
+19.	The working wife usually learns to manage her time so she gets her housework done	3.901	0.998
-20.	Married women who work desert their home for a career	3.675	1.2092

(Note: The "+" and "-" symbols preceding each statement did not appear on respondents' inventory. It is shown here to indicate the scoring system: statements with the "+" symbol received five points for a "strongly agree" response; those with "-" sign received five points for a "strongly disagree" response.)

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APPENDIX C: CLASSIFICATION SYSTEM—OCCUPATIONS

CLASSIFICATION SYSTEM - OCCUPATIONS

1. Professional, Technical, and Kindred Workers

Medical and other health workers, chiropractors, dentists, dietitians, healers, medical and dental technicians, nutritionists, optometrists, osteopaths, pharmacists, physicians and surgeons, professional nurses, phychologists, therapists, veterinarians, teachers elementary and secondary schools, accountants and auditors, actors, art teachers and artists, authors, professors and instructors, dancers, dancing teachers, entertainers, librarians, musicians and music teachers.

2. Managers, Officials, and Proprietors except Farm

Includes buyers, building managers, and superintendents, credit men, lodge society and union officials, postmasters, public administration, purchasing agents and buyers, railroad conductors.

3. Clerical and Kindred Workers

Secretaries, stenographers and typists, bank tellers, file clerks, physicians and dentists' office attendants, stock clerks, receptionists, storekeepers, telephone operators.

4. Sales Workers

Includes advertising agents and salesmen, demonstrators, insurance agent, real estate agent, brokers stock and bond salesmen, sales clerks in retail trade.

5. Craftsmen, Foremen, and Kindred Workers

Brick masons, carpenters, electricians, paper hangers, plumbers, stone masons, tile setters. Mechanics and repairmen, blacksmiths, coppersmiths, die makers, tinsmiths, bakers, bookbinders, cabinetmakers, compositors, cranemen, printers, tailors, watchmakers, window dressers.

6. Operatives and Kindred Workers

Drivers and deliverymen, bus drivers, chauffeurs, routemen, taxicab drivers, truck and tractor drivers, auto service and parking attendants, bus and street railway conductors, dressmakers, furnacemen, meat cutters, metal heaters, milliners, mine operatives, photographic, sewers and stitchers, in manufacturing, stationary firemen, textile knitters, textile weavers, welders and flame cutters, wrappers.

7. Private household workers

Includes baby sitters, housekeepers, and laundresses in private household.

8. Service Workers except Private Household

Bailiffs, bridge tenders, constables, detectives, firemen, guards, marshals, policemen, sheriffs, watchmen, waiters, cooks and bartenders, counter and fountain workers. Other service workers, attendants, and ushers in amusement places, barbers, bootblacks, boarding and lodging house keepers, chambermaids and hotel or motel maids, charwomen, elevator operators, hairdressers, housekeepers and stewards, janitors, kitchen workers, midwives, practical nurses.

9. D.K.

APPENDIX D: RESPONSES TO OPEN-END QUESTIONS

C18 - C19 Household tasks liked and disliked

1. Cleaning tasks

Defrosting refrigerator
Washing dishes
Dusting
Cleaning; housecleaning
Thorough cleaning
Sweeping; running sweeper
Cleaning oven; cleaning stove
Washing walls
Cleaning cupboards; cleaning cabinets
Scrubbing floors
Drying dishes
Washing windows
Cleaning basement
Cleaning bathroom
Waxing

2. Laundry tasks

Ironing
Washing
Folding laundry

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3. Food preparation tasks

Cooking

4. Clothing - related tasks

Mending
Sewing

5. General housework

Making beds
Everyday tasks; day-to-day housework
Picking up toys
Picking up
Shopping for necessities
Painting
Everything
Same thing every day

6. None

No dislikes
Don't dislike any

C27 How do you feel about doing volunteer work? In what ways do you find it satisfying?

Helps my children; child very proud of me.

I do not do it any more, the reaction of people when ask them for money the reason.

It is something that is worthwhile and think everybody owes the other fellow something; it contributes to my own well being.

It pleases me to know that I'm helping someone.

I think that we all should do something to better living conditions; we must all help to better the community.

Self-satisfaction in that you have made someone happy.

I feel that I can do some good for somebody.

If not worthwhile, I try not to be involved.

I'm helping a cause; I get out to see neighbors.

Strong feeling in helping, as sister and mother had bad illness.

I'm not a clubby person; PTA work an obligation.

If I'm doing something to help others, it is a great blessing for me; makes me feel good.

Never done enough to know.

Helping others.

Results.

Friendly visitor very rewarding.

Yes, I enjoy it, nice to get involved with other people and compare problems, as others are worse off than you.

I feel it my duty.

Really enjoyed candy striping when I was in school because I was considering nursing career.

I enjoy it; I get away from the house, improve my mind, and help my family and community.

Helping feeling of a job well done or good accomplishment.

I think it is just good; everybody should do a little.

I don't enjoy meeting people and chatting with neighbors.

Some satisfaction, but my family comes first.

I just think there is a need and you should do it.

We just do our part.

I feel it is fine if you have the time and if someone is going to benefit from it.

Bible School; I think if you have enough time, you should do for others.

Likes people and social aspect.

Enjoy doing it.

Enjoys working for the children, likes to witness for the Lord.

Meet new people and enjoy neighbors and visiting.

Good way to help others.

Feel it important to do for others.

Doing something to make others happy.

Just church, never any other.

Something about it gives me peace in my inner soul, it is something I need.

Relaxes a person; gives you a feeling you have done something good.

Gives a good feeling to help someone who needs help.

I feel I am helping the community.

I can do something trained with children.

I like to work with young people.

Able to help with any project, as well as helping your cause; satisfying to you as an individual.

Enjoy helping children.

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Enjoy doing it where needed; like work with 4-H, keeps close to children.

Someone has to do work, and she wants to do her part.

Feels as parent should keep in touch with her children; do her part for others.

Like to get out of the house.

Like to feel useful; help others, children and under-privileged.

Gets me out of own small world.

Doing something for someone else makes you feel good.

I usually work with children that I enjoy.

The need to organize the recreation of children.

PTA, I enjoy knowing what the children are doing; I enjoy small children.

I feel like I am helping somebody else.

I work a lot in church, love to work there; work through school, especially the band mothers.

I think anytime you make someone else happy and kind satisfaction, you do something for yourself.

I think everyone should do their part.

I really enjoy it; thankful I can do it.

Self-satisfaction when helping someone.

I just give two to three hours a week to church, makes me feel good to know I am helping.

I do it just that they ask me.

I enjoy meeting people.

If you know it helps someone.

Nice to help others.

Feel helping in small way.

Keep in touch with young people.

Like to help others.

Enjoy it; I like working as Gray lady.

If I can help someone by reading to them, writing letters, or visiting hospitals, gives me personal satisfaction.

It makes you feel good for having done something.

I like people.

Sense of accomplishment for it.

The more you give the more it comes back to you in inner satisfaction.

Helping others.

I feel like it is a good thing; helps me spiritually.

I enjoy helping people.

Helping young people learn to live better.

Enjoy helping others and meeting people.

Help where I can.

Help others keeps one interested in affairs.

To help when children need something.

It is something that has to be done, and when your turn comes up, to do it.

I think it's nice; it's a good deed.

Feel like you are helping other people in Lord's name.

I enjoy it when I have time and can.

Am 4-H community leader; you do accomplish something.

I think I am helping someone, although I am not doing something someone else can't do.

I enjoy it because I am bringing cheer; I feel like I'm helped and helping.

Not enough satisfactory results.

Dealing with people; giving of myself.

Produces results.

I love to meet people, mingle with different personalities; helping others makes me feel good, is relaxing to me.

It is always satisfying to do for others.

Enjoy helping others.

Enjoy being with people.

It is nice to think you are helping your church.

It takes your mind off your own worries.

It puts you with adults; puts you close to your children.

I enjoy it; I meet new people.

It is nice to get out and be with public and it gives satisfaction.

Do not mind doing it.

I'm pleased; more people should do volunteer work.

I don't consider it satisfying.

I enjoy it if it goes to the right person.

Every woman needs to feel she is helping someone.

Meeting people and hearing them talk.

C28 What do you dislike about it?

Work doesn't allow time to do it.

Nothing.

Sometimes it is inconvenient.

For someone to complain about the job you have done when they wouldn't do the job.

Nothing other than that I can't drive.

Sometimes it seems a futile thing.

The grand rush right at the last minute.

None.

Lack of cooperation; job ends up with you doing most of it. Difference of opinion.

Nothing except I get tired; I am most happy sewing.

Depends on the cause, I might not be enthusiastic about some. If I believed in it, I would go all out.

Makes me mad when no one else has time to give five minutes.

Time away from family and friends.

The grumbling other people complain about volunteer work.

All the griping you hear.

Nothing. I had plenty of time then, now I wouldn't have the time.

I get too involved and neglect the things I should do at home.

The people that don't give any of their time; we have time for the things we want to do.

Hard to find people to listen to you.

I dislike asking people for money.

I do not like to ask for money.

I don't really enjoy getting out among people.

Nothing, if people cooperate.

Some things get to be too time consuming and sometimes others back out and you are doing it by yourself.

Should not take time off from your own family; family should come first.

Takes much of your time.

Lack of cooperation.

The time it takes.

Takes too much time.

Is tiresome.

Raising funds.

Nothing I dislike, never enough help.

I don't like going from door to door.

Having to take the initiative as a volunteer.

I don't, I just do not have enough free time.

Time consuming; hard to recruit help.

Asking for money.

Finding others do the work.

Giving up time.

Call on us too much not that I don't really feel the way, should be glad.

The few adults who want to make something big out of something important.

There just doesn't seem to be the time for it.

Nothing, I love it.

Some things take more time than you would like to give.

They usually want you to help when you have something to do at home.

Sometimes you are imposed upon.

Too much of a chore.

Dislike asking people for money.

People soft pedal you, cater to you, treat you different, and don't accept you on their level.

I don't have anyplace to find a baby sitter.

Does not bother me; dislike nothing about it.

Being imposed upon; pushed when you do.

I don't believe some funds do any good.

Collecting money.

Time consuming.

Takes time.

Nothing really.

If you are committed, you cannot change your mind to do something else.

Not able to do it anymore.

None of it.

Too much of it.

I do not like to collect money.

Big part of collections do not go where should.

Hasn't time for much.

Sometimes it seems unnecessary and takes time from something important. Depends on results whether I think it was a waste of time or any good.

I wasn't forced to do it.

The constant running.

I spend too much time with people.

I wish I had more time; to me it is a blessing.

Response from other people.

People against those who work with them, forget they are people that they working with.

Some fields unnecessary.

I dislike people who don't care to help others.

Going from door to door on mission work forcing your way into people's homes.

Not knowing exactly what is expected.

It's inconvenient; doesn't fit schedule.

I don't.

Do not like to neglect my home for volunteer work.

It's inconvenient; interfers with home life.

I hate to ask for any money.

Becomes a click among women.

Grudges.

Concerned that right person get benefits.

Most frustrating thing I know of.

Haven't found anything that I dislike about it.

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C38 Why do you feel that you would need additional training to get one of those jobs. . . or any job that you would be interested in?

Forgotten how to type

For nurses aid I would

Not had enough experience

More education needed

Like bookkeeping, but no schooling on it

Refresher course needed in education

Had no training

More pay require training

Uneducated for any specific thing

Have to prove myself

No education

Had no training in anything

Always thought I would like to be a nurse

After so many years you lose out

No job without training for

Not completed

Only high school education

Have to have one or two years college

Everybody needs training

So long since I worked

No college education

Things have changed since I worked

Started journalism, never finished

In training for nurses aid

Out of school for long time

Into office work

No formal education

Have not worked for so long

Changes, would have to refresh and have clothes

No training

Want higher pay scale

Haven't had training

Am teaching in public school system

Couldn't type anymore

Worked only two places

Need training

No experience

Hasn't experience

Need other training

Hasn't much education

Because of experience or training

Haven't training

More education

Lacks experience

Lacks experience and schooling

Needs secretarial training

Long time since working

Hasn't the training

No training

Lacks experience

Because of type of work

More schooling

Lack of experience

Brush up bookkeeping

Long time since worked

Have to be trained

More education

No schooling; Jr. year high school

Haven't worked in 27 years

Refresher

Brush up on typing

Anyone should be trained for work

No professional training

No training, only teaching

Need more training

Long time since worked

30 years since worked

Lacks training

No college

Additional training

Additional education

No work experience

No training, only beauty operator

Needs more training

Everyone needs additional training

Not qualified

Did not finish high school

Not enough schooling

Too many years

Special training

Worked only in own business

No high school education

Schooling

Never worked except volunteer

Out of school 15 years, need updation on teaching methods

IBM training

No experience

Lack experience

Never worked outside

Doesn't have experience

A lot more you can learn

Hope someday to work on my M.A.

Have new machinery and new cash register and IBM cards

Have to have schooling

No college education

Have not worked for some time

I don't have enough high school

Sears gave computer training would require more

Only high school education

Because I think everyone needs training

Rusty; anyone should have more training

Ready to retire

Training for better job

Have to have more than two years college to teach

If taught, would have to take college but not now

Depends on type of business

Never have worked out

Would be interested in practical nursing

C39 What kind of training do you think you would need?

Brush up on typing

Brush up on nurses aid training

Depending on job

Special training to work in office

Training in secretarial work

Go to school

Office type

Bookkeeping, typing

Have training

Office training

Education for hospital work

Need everyting

Would have to have training in nurses aid

Beautician

On what a person wanted to do

Just a housekeeper

Brush up on psychology rules

IBM or something like that

Brief up on typing

Out of teaching new methods

Course in journalism

Job training

Could work factory or nursing home

Need schooling

College training

Trade school

Many years since worked

Night school

Secretarial training

On-job training

Finish education as soon as children are older

More college

Refresher course

Practice work

Business school

Brush up secretarial

More training

Science course in college

College, has to have more college hours to teach

Money management

Lab technician

Master degree

Data processing

Need to go to school

Back to college

Brush up on office work

More training

Need training

Back to school

Refresher course

Brush up on typing

Secretarial

Need more training

Schooling

Need more college

Training for factory work

Go to school

Typing course

Bookkeeping

Business school

Practical nurses training

Technical

IBM training

Secretarial school

Brush up course in typing

Practical nurse training

Business school

Business school

Day-care center for working mothers

Beauty operator or nurses aid

Depend on type of work

More book learning

Train for beauty work

Training for any type of work

Elementary education changes

IBM training

Need work experience

Office business

Doesn't know

Would not mind going to college taking shorthand

Training in social work

Training in new methods

Schooling

Office type training

Business course

Additional high school training

Punch card computor programming

Never thought about it

Something to do with people

To learn more new methods

Brush up on secretarial training

Learn new machines

Don't know

C40 What hobbies, experience, or special interests have you that you feel would help you in getting a job?

Typing, sewing

Cooking

Hobbies not help

Acquainted with different localities; outgoing

Sew for people

Brush up on typing

Sewing; could make draperies

Nurses special education is hobby

Can cook

Experienced telephone operator

Sewing, could alter in dress shop

Speak Spanish

Arts and crafts

Working with mental patients

I like flowers

Just work

Experienced in embroidering

In healthy teaching and care of elderly

Music, sing at funerals

Doing telephone work; love writing

Sewing

Experience in job

Sewing is all I can do

I read a lot

Working

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Patience to work with people

My education; college degree

Like to read

Secretarial work

Love to sew

Experience in housework; canning

Sewing, knitting

Qualified secretarial and writing

Work

Sewing or cooking

Art

Interested in meeting public

Art work

Real estate sales

Make ceramics

Experienced nurses aid

Practical nurse experience

Flower arranging

Likes small children

Cake decorating

Gardening

Sewing

Leather work

Sewing

Trained with children—school teacher

Flower arranging

Small coin selection

On-job training factory

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Just experience

Secretarial work

Versatile writer

Decorating and painting

Knowledge of art

Recreational director

Sew

Sewing

Read and embroider

Cooking

Embroider

Interest in mental health

Secretarial experience

Experienced cook

Textile painting

Do sewing

Social psychology

Knit and sew

Sew

Sewing and candle making

Sewing, knit, and crochet

Sewing, teaching experience

Swim

Interest in people

Office work

I like people

Experience as secretary within last ten months

Cooking and recipes

Ceramics

Training on typewriter

Experience in secretarial field

Sew; interior decorating

Experience

Past experience as cashier

Ceramics

Art work

Sewing

Sewing

Original ideas

Typing

Music teacher ability

Sewing and ceramics

Cashier in grocery

Has driven trucks

Get along with children

Meeting the public

Sewing

Sewing and Gray lady work

Past experience

Sewing and painting

Past sales experience

Beauty operator

Knitting

Sewing and knitting

Sewing

Sewing

Interest in people

Fishing and 4-H work

Sewing

Knit

Ceramics, artistic things

Nature; read a lot

Worked a lot with children

Past experience as secretary

Panics me—painting might help

Knits

Sewing

Sewing

Billing and bookkeeper

Working in nursing home

Knitting

Banking experience

Sewing

Sewing

Teaching

Business experience

Job experience

Job experience

Handwork

Truck driving

Clerking experience

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Handwork

Bookkeeping

Handwork

Sewing

Job experience

Sunday School teacher

Job experience--sewing and knitting

Musical experience

Interest in antiques

Sewing and decorating

Experience

Experience in several things

Handwork

Sewing and embroidering

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C42 What kind of work do you think you would be interested in doing?

Work with handicapped children

Saleslady

Secretarial education or anything I could get

Special education in teaching

Experience with mentally retarded

Work toward being medical technician

Clerical

Teaching or home decorating

Secretarial—working on magazine

Not too interested

Library, something at college

Working packing plant

Waitress

Factory work

Factory work

Public relations

Volunteer work at hospital—I'm too old

Teacher

Social service

Psychiatry

Music work

Nurses aid

Factory work

Dental assistant

Clerk

Teaching school

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Business part of office

Teaching

Factory work

Beauty operator

Receptionist

Cashier

Small truck driver

Obtain college degree

Private practical nursing

Bookkeeper

Cashier—grocery store

Secretarial

Teaching

Sewing at State Hospital

Like redecorating

Secretary

Work at T.V.A.

Working in 10¢ store

Bookkeeping

At schools or something similar

APPENDIX E: SUMMARY, FREQUENCY DISTRIBUTIONS

SUMMARY, FREQUENCY DISTRIBUTIONS

Residence:	62	Rural	14	Small Town
	8	Suburban	129	Urban

Men usually enter into employment during their late teens or early twenties, and remain in the labor force until retirement. However, when we think about women's employment we find there is no set pattern. What about you. . . have you ever been employed?

190	Yes
23	No

213 = N

Did you work before you were married?

168	Yes
45	No

213 = N

What type of work did you do?

21	Professional, technical, and kindred workers
1	Managers, officials, and proprietors
65	Clerical, kindred workers
17	Sales workers
0	Craftsmen, foremen and kindred workers
23	Operatives and kindres workers
11	Private household workers
29	Service workers except private household
1	DK

168 = N

Have you been employed outside the home since you married?

152	Yes
46	No

198 = N

What type of work was this?

15	Professional, technical, and kindred workers
1	Managers, officials, and proprietors
49	Clerical and kindred workers
22	Sales workers
1	Craftsmen, foremen and kindred workers
27	Operatives and kindred workers
8	Private household workers
30	Service workers except private household
2	DK

155 = N

Are you employed at the present time?

64	Yes
149	No

182 = N

What is your present occupation?

8	Professional, technical, and kindred workers
1	Managers, officials, and proprietors
18	Clerical and kindred workers
8	Sales workers
1	Craftsmen, foremen and kindred workers
8	Operatives and kindred workers
4	Private household workers
16	Service workers except private household

64 = N

As a homemaker, you're expected to do many things. . . among other things, the homemaker is supposed to keep the home running smoothly, help her husband in his career, and be a good mother to her children. Yet it's up to each homemaker to work out her own schedule for doing these things. We're interested in what your day is like. . . about how much time do you spend each day doing housework?

37 Under 2 hours
107 Two to six hours
53 Six to ten hours
14 "It depends," or "It varies"
2 DK

213 = N

Which of the household tasks do you most enjoy doing?

38 Cleaning, etc.
34 Laundry
78 Cooking
1 Child Care
12 Sewing, mending
28 All; no preference
20 None
0 DK
2 NR

213 = N

Which of the household tasks do you most dislike?

63 Cleaning
64 Laundry
50 Cooking
1 Child Care
2 Mending, sewing
11 Everything
21 None
1 NR

213 = N

Generally speaking, which of the following statements would you say best describes the way you feel?

106 Although there are some tasks that I don't like to do, for the most part I enjoy housework.

44 I thoroughly enjoy doing housework.

20 I'd much rather do something besides housework.

16 There are some household tasks that I enjoy, but for the most part, I don't like doing housework.

26 I don't have any feelings one way or the other—I neither like nor dislike doing housework.

1 NR

213 = N

If your family is like most other families, the amount of money available for living expenses is somewhat fixed. How do you feel about the amount of money you have for your family to live on. . . would you say that you are very satisfied, fairly satisfied, somewhat dissatisfied, or very dissatisfied with it?

54 Very satisfied

108 Fairly satisfied

36 Somewhat dissatisfied

13 Very dissatisfied

1 DK

1 NR

213 = N

Some homemakers spend time in volunteer work. What about you. . . do you sometimes work as a volunteer in community activities?

106 Yes

106 No

1 DK

213 = N

How do you feel about doing volunteer work. . . In what ways do you find it satisfying?

50	Personal Satisfaction
41	Helping Others
12	Duty or Obligation
4	Negative response
2	Don't Know

109 = N

What do you dislike about it?

16	Time it takes
11	Asking for money
15	Responses of people
23	Miscellaneous
37	Nothing
6	Organization of the task
1	D.K.

109 = N

In general, then, would you say that you like to participate in volunteer work. . . or that you prefer not to?

90	Likes volunteer work
22	Prefers not to
3	DK

115 = N

So far, the questions we've been asking have been concerned with how you feel about certain things. Now we'd like for you to tell us how you think others feel about some things. Let's start with your husband. . . how do you think your husband would feel (feels) about your working outside the home. . . would he strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

32 Strongly approve
36 Mildly approve
22 Neither approve nor disapprove
43 Mildly disapprove
77 Strongly disapprove
2 DK
1 NR

213 = N

How do you think your children would feel (or, if you had children, how do you think they would feel). . . would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

20 Strongly approve
32 Mildly approve
28 Neither approve nor disapprove
54 Mildly disapprove
65 Strongly disapprove
10 DK
4 NR

213 = N

What about your friends. . . how do you think they feel about married women working outside the home. . . would they strongly approve, mildly approve, mildly disapprove, or strongly disapprove?

33 Strongly approve
72 Mildly approve
34 Neither approve nor disapprove
33 Mildly disapprove
16 Strongly disapprove
21 DK
4 NR

213 = N

O.K. Now let's come back to your feelings. If you were to seek a job, you would be interested in the pay scale for that job. Would you have some idea what the pay scale is for the type of work that you might be interested in?

78	Yes
110	No
10	DK
9	NR

207 = N

Do you feel that this is enough money to interest you in that job?

48	Yes
31	No
2	DK; Undecided
7	NR

88 = N

Have you heard about any job opportunities lately that interested you?

25	Yes
172	No
5	NR

202 = N

What were they?

6	Professional, technical, and kindred workers
2	Managers, officials, and proprietors
6	Clerical and kindred workers
3	Sales workers
0	Craftsmen, foremen, and kindred workers
4	Operatives and kindred workers
0	Private household workers
5	Service workers except private household

26 = N

Do you feel that you would need additional training to get one of those jobs. . . or any job that you would be interested in?

109	Yes
68	No
8	DK
7	NR

192 = N

Why do you feel this way?

25	Forgotten skills
19	Not enough education
42	Not enough training
2	No training
13	Lack of experience
9	Miscellaneous
4	DK

114 = N

What kind of training do you think you would need?

34	Secretarial
7	Data Processing
20	Additional Education
21	Trade or Vocational
8	General
20	DK

110 = N

What hobbies, experience, or special interests have you that you feel would help you in getting a job?

14 Hobbies related to vocational skills
15 Hobbies related to personal development
64 Arts and crafts
4 Miscellaneous
89 None
3 DK
24 NR

213 = N

Now let's talk about your plans for the future. What about you. . . do you plan to work outside the home in the future?

69 Yes
121 No
15 Undecided; hadn't thought about it
2 DK
6 NR

213 = N

What kind of work do you think you would be interested in doing?

14 Professional, technical and kindred workers
1 Managers, officials, and proprietors
25 Clerical and kindred workers
11 Sales workers
1 Craftsmen, foremen and kindred workers
9 Operatives and kindred workers
1 Private household workers
18 Service workers except private household
5 DK

85 = N

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Would you prefer to work full time. . . or would part-time employment work better for you?

37	Full time
43	Part time
7	Either full time or part time
1	DK
1	NR

89 = N

How long would it be before you think you would seek employment?

33	Less than a year
12	Between one and five years
16	After five years
12	DK
2	NR

75 = N

Would you please look at this card and give me the number that corresponds with the amount of schooling that you have completed?

41	1 to 8 years
38	9 to 11 years
70	High school diploma
24	Some college hours
4	Graduate work
2	Graduate degree
23	Trade or vocational school
2	DK
1	NR

213 = N

Do you have children living at home?

130	Yes
82	No
1	NR

213 = N

Are they preschool, in the elementary grades (1-8), in high school (9-12), in college, or out of school?

23	Preschool
22	Preschool and elementary
10	Preschool, elementary and high school
1	Preschool, elementary, high school, and out of school
30	Elementary
15	Elementary and high school
1	Elementary, high school, and out of school
6	High school
1	High school and out of school
8	Out of school
5	College
8	High school and college
0	Elementary through college

130 = N

Would you look at this card please, and then tell me the number that corresponds with your age group?

16	24 or under
44	25 - 34
51	35 - 44
43	45 - 54
35	55 - 64
24	65 or over

213 = N

About your income, would you please look at this card and then tell me the number that corresponds with what you think your family income will be this year.

22	Under $3000
25	$3000 - $4999
39	$5000 - $7499
44	$7500 - $9999
39	$10,000 - $14,999
13	$15,000 or more
23	DK
8	NR

213 = N

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